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**SERIAL NO. 09/895,883**

DOCKET NO. AUS920010238US1

DATE: January 6, 2006

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FROM: Joseph T. Van Leeuwen  
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Docket No. AUS920010238US1

Serial No. **09/895,883**

Atty: LAV / JVL

Applicant: Calderaro, et al.

☒ Transmittal Letter (2 copies)☒ Certificate of Facsimile☐ Amendment (  pages)☐ Notice of Appeal☐ Amendment AF☐ Appeal Brief (3 copies)☐ Ext. of Time☐ Reply Brief☒ IDS Statement☐ Change of Address☒ Form PTO-1449 (Modified)☒ Other: Copies of 2 non-patent references cited in Form PTO 1449 (9 pages)

Deposit Acct. No. 09-0447

Fees: Amendment  Notice of Appeal  Appeal Brief  Other \$180.00

Atty Ref. No. 1032

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DOCKET NO. AUS920010238US1

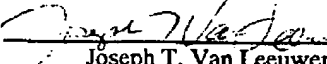
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 1/6/06  
Joseph T. Van Leeuwen Date

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Improved Matrix Management of Personnel Planning Factors

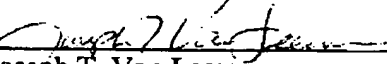
Enclosed are:

- ☒ Information Disclosure Statement;
- ☒ Modified form 1449 listing 2 references;
- ☒ Copies of 2 non-patent references (9 pages);

37 CFR § 1.97 is satisfied by the following:

- ☒ This IDS is being filed pursuant to CFR § 1.97(d) and:
  - ☒ is accompanied by the fee set forth in § 1.17(p), please charge my Deposit Account No. 09-0447 the fees set forth in § 1.17(p) [\$180.00]. (a duplicate copy of this sheet is enclosed); and
  - ☒ no item of information contained in the information disclosure statement was cited in a communication from a foreign patent office in a counterpart foreign application, and, to the knowledge of the person signing the certification after making reasonable inquiry, no item of information contained in the information disclosure statement was known to any individual designated in § 1.56(c) more than three months prior to the filing of the information disclosure statement.
- ☒ The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. A duplicate copy of this sheet is enclosed.
- ☒ Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

By   
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Atty Ref. No. 1032

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**SERIAL NO. 09/895,883**  
DOCKET NO. AUS920010238US1  
DATE: January 6, 2006

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**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

In re application of:	§	Group Art Unit: 3623
Calderaro, et. al.	§	
Serial No.: 09/895,883	§	
Filed: June 29, 2001	§	
Title: <u>System and Method for</u>	§	Intellectual Property Law Dept.
<u>Improved Matrix Management</u>	§	11400 Burnet Road
<u>of Personnel Planning Factors</u>	§	Austin, Texas 78758

**INFORMATION DISCLOSURE STATEMENT**

The Commissioner of Patents  
Washington, D.C. 20231

Sir:


Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,

01/10/2006 EFLORES 00000004 090447 09895883  
01 FC:1806 180.00 DA

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File No. IBM-AUS-1032

JAN 06 2006

In Place of FORM PTO-1449 (Modified)

Serial No. 09/895,883Applicant: Calderaro, et. al.Filing Date: 6/29/2001Group: 3623Atty. Docket No. AUS920010238US1LIST OF PATENTS AND PUBLICATIONS FOR  
APPLICANT'S INFORMATION DISCLOSURE  
STATEMENTU. S. PATENT DOCUMENTS

Examiner Initial	Document Number	Date	Name	Classification Class / Subclass	Filing Date if Appropriate
_____	AA				
_____	AB				
_____	AC				
_____	AD				
_____	AE				
_____	AF				
_____	AG				
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_____	AJ				
_____	AK				
_____	AL				

FOREIGN PATENT DOCUMENTS

Examiner Initial	Document Number	Date	Country	Classification	Translation Yes No
_____	AM				
_____	AN				
_____	AO				
_____	AP				

OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)

Examiner Initial	Document Number	Date	Country	Classification	Translation Yes No
_____	AQ	"Oracle seizes the future with retention training," <u>Workforce</u> , 78, 12, 88. Dec. 1999. From DIALOG file 148, 11713011.			
_____	AR	McNally, J. Stephen, "Retaining valued employees," <u>Pennsylvania CPA Journal</u> , vol. 71, no. 4, p. 24-28, winter 2000. From DIALOG file 15, 02096148.			
_____	AS				

Examiner:

Date Considered:

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.